### CORE COMPETENCIES FOR SCHOOL NURSES

#### Category I: Planning and Preparation

1. **Demonstrates knowledge of nursing standards and best practices**
   a. Adheres to established program of school nursing services.
   b. Demonstrates knowledge of nursing content and pedagogy.
   c. Applies knowledge of nursing standards and utilizes best practices in school nursing.
   d. Serves as a health information resource to students, parents and staff.

2. **Demonstrates knowledge of students**
   a. Demonstrates thorough knowledge of student backgrounds, developmental characteristics, medical conditions and interests, and seeks additional information when necessary to plan individual or age group activities and other nursing services.
   b. Uses technology resources to access student information in order to plan for nursing services.
   c. Possesses an awareness of all students’ medical conditions and makes teachers aware of what effect these conditions may have in their classrooms.

3. **Demonstrates knowledge of resources**
   a. Locates instructional, assessment, and nursing resources, evaluates them for appropriateness, and uses them to enhance delivery of nursing services.
   b. Maintains a comprehensive list of referral services.
   c. Utilizes developmentally appropriate materials, resources, and technologies to support educational/nursing goals.
   d. Seeks out current research practices, is aware of how to use them, and shares information with others.

4. **Designs effective school nursing experiences to meet the needs of diverse learners**
   a. Ensures that school nursing experiences align with district nursing goals and standards of care.
   b. Develops goals and/or services that are data driven, sequential, coherent, and meaningful.
   c. Plans programs that meet state health mandates and requirements.
   d. Promotes student achievement by researching, collaborating, and designing activities and programs that reduce barriers to learning.

5. **Assesses student health and wellness needs**
   a. Uses a variety of assessments to determine students’ needs and uses that information to guide planning and delivery of nursing services.
   b. Uses technology resources in order to maximize student health and wellness by collecting and analyzing student data, interpreting results, and communicating findings.

#### Category II: The Health Room Environment

1. **Creates an environment of respect and rapport**
   a. Responds to students with respect.
   b. Creates a positive and supportive health room environment.
   c. Promotes an environment of trust.
   d. Provides equitable nursing services for students.

2. **Establishes a climate for well-being**
   a. Conveys a genuine enthusiasm for working with students, parents, and staff.
   b. Demonstrates authentic caring and concern for individual students.
   c. Maximizes the amount of professional time focused on student health and wellness.
   d. Demonstrates accessibility to students, staff, and parents.
   e. Attends to student, parent, and/or staff questions and concerns.

3. **Managing health room procedures**
   a. Establishes consistent and efficient health room routines and procedures.
   b. Manages student visits to the health room.
   c. Manages mandated screenings.
   d. Manages materials and supplies.
   e. Oversees health room assistants to ensure that district policies and procedures are properly implemented.

4. **Manages risk reduction and infection control**
   a. Communicates risk reduction and infection control information to students, parents, and staff.
   b. Understands and practices primary, secondary, and tertiary prevention controls.
   c. Provides information and encouragement to students in order to help them develop patterns of healthful living.
   d. Participates in crisis intervention activities.

5. **Organizes physical space**
   a. Creates and maintains an environment that is physically and emotionally safe.
   b. Creates and maintains an environment that is accessible to all.
   c. Creates and maintains an environment that supports all health services.
**CORE COMPETENCIES FOR SCHOOL NURSES**  
*Category III: Delivery of Nursing Services*

1. **Communicates clearly and accurately with students, parents, and staff**  
   a. Facilitates collaboration between the school and parents.  
   b. Uses correct and expressive spoken and written language.  
   c. Uses vocabulary that is appropriate for the developmental level of students and for informative conversations with parents.  
   d. Exhibits active listening.

2. **Engages students in health and wellness services**  
   a. Provides health and wellness counseling.  
   b. Facilitates professional problem solving regarding student health and well-being with students, parents and/or staff.

3. **Provides feedback to students and parents**  
   a. Provides students and parents with clear, accurate, specific, meaningful and timely feedback.  
   b. Provides constructive feedback to students in order to enhance their personal, physical, emotional, social, and academic development.  
   c. Counsels parents regarding their child’s health and well-being.  
   d. Informs parents about student health developments and collaboratively makes referrals to medical providers or community agencies.

4. **Assessment**  
   a. Conducts mandated screenings and uses results to improve student health for optimal academic achievement.  
   b. Administers, scores, and/or utilizes screening and evaluation instruments accurately.  
   c. Gathers and interprets data and prepares reports that outline plans of care with specific interventions that focus on improving student health and well-being.  
   d. Provides continuous assessment that is systematic, ongoing, and criterion-based in order to determine incremental goal attainment of care plans.  
   e. Monitors student progress in meeting educational objectives/care plans and to determine the effectiveness of interventions.  
   f. Informs students, parents, and/or staff about assessment results and student progress.

5. **Demonstrates flexibility and responsiveness**  
   a. Customizes and/or adjusts services or care plans to meet the unique needs of students.  
   b. Persists in seeking effective approaches and solutions for students in need of help and/or support.  
   c. Responsive to concerns expressed by staff or parents regarding student problems.

6. **Provides access to appropriate nursing services**  
   a. Participates on school-based student services teams to determine needs and intervention strategies for students experiencing difficulties.  
   b. Provides for appropriate interventions or prevention strategies for students “at risk” of experiencing difficulties.  
   c. Provides or oversees medical treatment, medication administration, and/or health-related training prescribed by the student’s medical provider and according to nursing standards and school policy.  
   d. Acts as a liaison with educational professionals and those representing community services or agencies to provide optimum services for students.
### CORE COMPETENCIES FOR SCHOOL NURSES

**Category IV: Professionalism**

1. **Attendance**
   - a. Models the importance of punctuality and good attendance for students.
   - b. Demonstrates exemplary punctuality and attendance on student-contact days.
   - c. Demonstrates exemplary punctuality and attendance on professional development days.

2. **Reflects on professional practices**
   - a. Continuously reflects upon nursing practices, accuracy of skill applications, effectiveness of skill applications, and impact of health and nursing services on student achievement and success.
   - b. Formulates questions, collects and analyzes data to answer questions about the effectiveness of professional practices.

3. **Maintains accurate records**
   - a. Maintains accurate health room logs and records.
   - b. Adheres to all prescribed laws and district policies regarding record keeping and reporting.
   - c. Uses technology to maintain accurate and useful records.
   - d. Monitors progress of students.

4. **Communicates with students’ families**
   - a. Regularly communicates student information and progress with the student and/or his parents/guardians in a manner easily understood.
   - b. Handles parent concerns professionally, sensitively, and respectfully.
   - c. Serves as a liaison between school and parents.
   - d. Utilizes technology to enhance communication and collaboration with students’ families.
   - e. Provides information about health and nursing services to students’ families.
   - f. Engages families in health and wellness programming.
   - g. Collaborates with outside agencies, organizations, and individuals in the best interest of students.

5. **Participates in a professional learning community**
   - a. Works collaboratively with colleagues to improve student achievement and success.
   - b. Works as a team member to attain district and building goals.
   - c. Contributes to a positive school/district environment.
   - d. Collaborates and consults with school colleagues, parents, agencies, and others in the community to support students’ learning and well-being.

6. **Growing and developing professionally**
   - a. Demonstrates an attitude of life-long learning and continuous professional growth through active participation in professional growth and development opportunities.
   - b. Displays an inquiry orientation towards professional practice, open to the possibility that there may be other more effective practices than the ones currently in use.
   - c. Continues to increase professional knowledge, to develop expertise in best health and nursing practices, and to increase technological knowledge and skills.

7. **Shows professionalism**
   - a. Models behaviors that convey a professional attitude and demeanor at all times.
   - b. Displays high standards of ethics, honesty, integrity, and confidentiality in interactions with colleagues, students, parents, and the public.
   - c. Ensures that all students are well-served and well-cared for while in school.
   - d. Implements procedures consistent with district and school policies that protect the privacy and security of student data and information.
   - e. Complies fully with school and district policies and procedures and with state regulations.